EMPLOYEE RESPONSIBILITIES AND RIGHTS JOURNAL

Volume 16, Number 1 **March 2004**

CONTENTS

ARTICLES

Organizational Culture: A Framework and Strategies for Facilitating Employee Whistleblowing 1
Benisa Berry

A Response to the *British Journal of Industrial Relations* Symposium on the Human Rights Watch Report: A Minimum Program for Promoting Collective Bargaining Rights as a Human Right 13
Victor G. Devinatz

The Effects of 9/11 and Terrorism on Human Resource Management: Recovery, Reconsideration, and Renewal 25
Jack N. Kondrasuk

Legal and Procedural Strategies for Employees Utilizing Arbitration for Statutory Disputes 37
Maris Stella (Star) Swift, Catherine Jones-Rikkers, and James Sanford

EMPLOYEE RESPONSIBILITIES AND RIGHTS JOURNAL

Volume 16, Number 2 **June 2004**

Special Issue: The Evolving Nature of the Employment Relationship: Protecting Workers From Unjust Dismissal Versus Safeguarding Employer Prerogatives
Guest Editor: Jeffrey A. Mello, Towson University

CONTENTS

INTRODUCTION

The Evolving Nature of the Employment Relationship: Growing Concerns in Management Practice, Law, and Policy 47
Jeffrey A. Mello

ARTICLES

Unfair Dismissal in Turkish Employment Law 49
Kadriye Bakirci

Protecting the Rights of Alleged Sexual Harassment Perpetrators: Guidance From the Decisions of Labor Arbitrators 71
Margaret A. Lucero, Karen L. Middleton, and Sean R. Valentine

Organizationally Sensible Vs. Legal-Centric Responses to the Eroding Employment At-Will Doctrine 89
Mark V. Roehling and Patrick Wright

Keeping the Faith but Losing in Court: Legal Implications of Proselytizing in the Workplace 105
Joel P. Rudin and Ellen Harshman

EMPLOYEE RESPONSIBILITIES AND RIGHTS JOURNAL

Volume 16, Number 3 **September 2004**

Special Issue: The Traumatized Worker: A Concern for Employers and Employees
Guest Editor: Margaret H. Vickers, University of Western Sydney

CONTENTS

INTRODUCTION

The Traumatized Worker: A Concern for Employers and Employees 113
Margaret H. Vickers

ARTICLES

Measuring the Extent of Impact From Occupational Violence and Bullying on Traumatised Workers 117
Claire Mayhew, Paul McCarthy, Duncan Chappell, Michael Quinlan, Michelle Barker, and Michael Sheehan

Gender-Based Vicarious Sensitivity to Disempowering Behavior in Organizations: Exploring an Expanded Concept of Hostile Working Environment 135
Charles M. Vance, Ellen A. Ensher, Frederica M. Hendricks, and Claudia Harris

Coworker Perceptions of Outcome Fairness of Breastfeeding Accommodation in the Workplace 149
Gerard H. Seijts

Emotions as Strategic Game in a Hostile Workplace: An Exemplar Case 167
Jasmin Perrone and Margaret H. Vickers

EMPLOYEE RESPONSIBILITIES AND RIGHTS JOURNAL

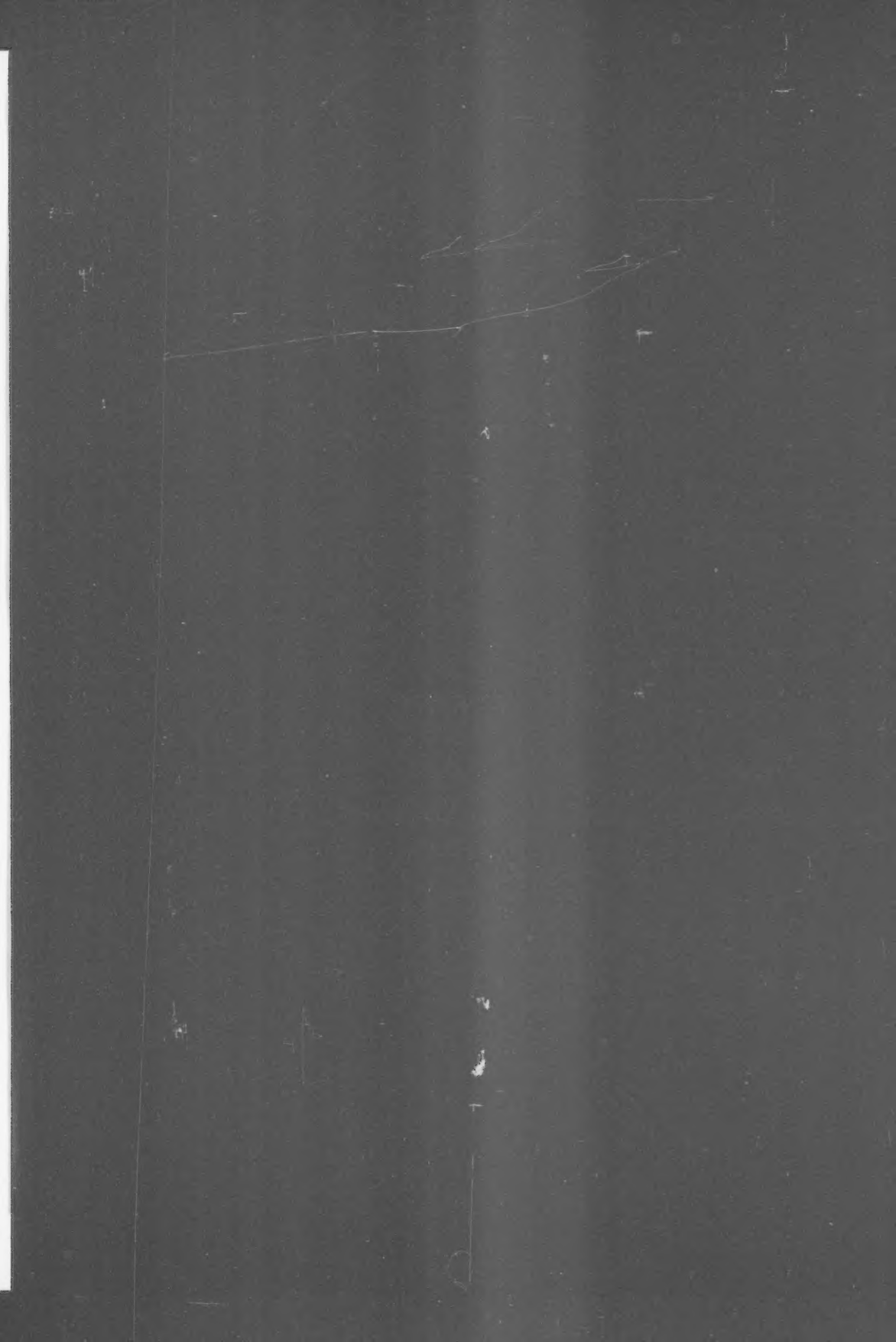
Volume 16, Number 4 **December 2004**

CONTENTS

ARTICLES

Employment Decisions in Self-Directed Work Teams: A Regulatory Compliance Perspective 179
Walter D. Davis, Charles M. Carson, and Robert K. Robinson

Legal Protection From Discrimination Based on Sexual Orientation: Findings From Litigation 195
Marsha Katz and Helen LaVan

"Good Cause Beliefs" in an "At-Will World"? A Focused Investigation of Psychological Versus Legal Contracts 211
Mark V. Roehling and Wendy R. Boswell

Balancing Employee Rights and Responsibilities in Sexual Harassment Cases Following *Faragher* and *Ellerth*: An Employer's Perspective 233
Kelly Collins Woodford